



LOWELL SCHOOL COMMITTEE

REGULAR MEETING MINUTES

Date:	April 27, 2023
Time:	5:30PM
Location:	Virtual Via Zoom https://lowell-k12-ma-us.zoom.us/j/84869249768?pwd=dzE5UGRmVmVxQmpETDh4ZmpsYmVnUT09

Members of the public may view the meeting via LTC and those wishing to speak regarding a specific agenda item shall register to speak in advance of the meeting by sending an email to the Superintendent indicating the agenda item, a phone number and email address so we can provide a zoom link to access the meeting. Email address is mpalazzo@lowell.k12.ma.us. If no access to email you may contact us at 978-674-4324. All requests must be submitted before 2:00 p.m. on the day of the meeting.

1. SALUTE TO FLAG

2. ROLL CALL

On a roll call at 6:37 p.m., members present were, namely: Ms. Delrossi, Ms. Doherty, Mr. Lay, Ms. Thompson, Mayor Chau and Ms. Chhoun. Ms. Martin arrived at 5:43 p.m.

3. MOTIONS

3.1. {By Dominik Lay}: Request the School Committee encourage all former Lowell Public Schools Superintendents and current Lowell Public Schools Assistant Superintendents to apply for the position of interim Superintendent.

Mayor Chau asked the maker of the motion to amend the motion to include anyone who holds a Superintendent license is welcome to apply. No objection was made from Mr. Lay or the members.

Mr. Lay made a motion to approve; seconded by Mayor Chau. 4 yeas, 1 nay (Mayor Chau), 2 present (Ms. Martin, Ms. Thompson) APPROVED

3.2. [By Eileen DelRossi]: Motion to appoint Doctor Rebecca Duda Ed.D. Educational Leadership, (current district support specialist, former Coordinator, Family Resource Center and District Homeless Liaison in Lowell Public Schools) to interim superintendent to help the school district continue to progress as we take necessary steps for a seamless transition of leadership.

Ms. Delrossi made a motion to approve; seconded by Mr. Lay.

Ms. Delrossi tabled the motion.



3.3. [By Connie Martin]: On the advice of outside counsel, requesting that the following information be posted on the LPS website:

"The Lowell School Committee has retained the law firm of Brody, Hardoon, Perkins & Kesten, LLP to conduct an independent investigation into allegations of unfair hiring practices in the District. The scope of the investigation is limited to unfair hiring practices. If you believe you have relevant information that might be helpful to this investigation, please email INVESTIGATIONS@BHPKLAW.COM. Any other complaints should be directed to the legal department or reported consistent with the District's standard policies and/or procedures. "

Ms. Martin informed the Committee that the language on the website should read as follows:

"The Lowell School Committee has retained the law firm of Brody, Hardoon, Perkins & Kesten, LLP to conduct an independent investigation into allegations of unfair or unlawful employment or hiring practices in the District. If you believe you have relevant information that might be helpful to this investigation, please email investigations@bhpklaw.com."

Ms. Martin made a motion to approve; seconded by Ms. Thompson. 7 yeas APPROVED

3.4. [By Connie Martin]: Request that Attorney Michael Stefanilo from BHPK Attorneys at Law, update the committee on the current status of the HR investigation.

Ms. Martin stated they can attend next Wednesday's meeting to provide an update and tighten up the timeline.

Ms. Martin made a motion to approve; seconded by Ms. Thompson. 7 yeas APPROVED

3.5. [By Connie Martin]: Request that the HR Audit services contracted with CLIFTON LARSON ALLEN LLP be placed on hold until the committee takes affirmative action to move forward.

Ms. Martin made a motion to approve; seconded by Ms. Doherty. 7 yeas APPROVED

4. NEW BUSINESS

4.1. Discussion and deliberation of options and timeline for the hiring of either an Interim Superintendent or Permanent Superintendent.

Dr. Hall informed the Committee that it's up to them on how they want to proceed. He stated that an outside agency can do it or they can do a blue ribbon committee and have the human resources department oversee it.

Ms. Thompson stated that the Committee needs to see a job description before they do anything. She stated that the job description needs to have actionable items be included. She stated in addition there needs to be clarity and transparency and to make sure that the community is heard. She stated that she wants diversity included and that the Committee could have an advisory meeting with Mr. Koocher from MASC.



Ms. Doherty stated that she wants to do a thorough search and that the organizational charts need to be looked at. She stated that the timing is not great for a full search. She stated that she spoke with Mr. Koocher and he told her that there are many people who are qualified to do this. She stated that the Committee needs to do the work for a permanent Superintendent, but they need to move quickly to get an Interim.

Ms. Lay asked if a committee should be formed to do that.

Ms. Martin stated that timing is something that the Committee needs to keep in mind and that it's too late to launch the effort already discussed. She stated that MASC can facilitate this search with an aggressive timeline and she believes they need someone with that specific experience.

Ms. Doherty made a motion to have the Human Resources department provide the most recent job description; seconded by Ms. Martin. Ms. Doherty tabled this motion.

Ms. Martin made a motion to hire an Interim Superintendent; seconded by Ms. Doherty. 5 years, 2 present (Ms. Thompson, Mayor Chau). APPROVED

Ms. Doherty asked for a job description be provided to the Committee by the weekend and to also be included in next week's agenda. She also asked if moving forward the Committee doesn't meet by zoom.

Ms. Martin made a motion to engage with the Massachusetts Association of School Committees (MASC) to be the conduit for the search for an Interim Superintendent for the Lowell Public Schools effective July 1, 2023, and to ask Mr. Koocher if he is available to attend either by zoom or in person to provide a report on the process and the timeline. In the event he can't attend the Committee requests a proposal that includes the process and a timeline; seconded by Ms. Thompson. 7 years APPROVED

5. ADJOURNMENT

Ms. Thompson made a motion to adjourn at 7:05 p.m.; seconded by Ms. Doherty. 7 years APPROVED

Respectfully submitted,

Joel D. Boyd, Ed.D., Superintendent and
Secretary to the Lowell School Committee

JDB/mes